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ABSTRACT

A survey of registered nurses in the Rochester area was conducted to identify needs of potentially reemployable nurses in response to the prevailing opinion that uncongenial working conditions were the primary cause for the shortage of nurses. Data were collected from 20 percent random sample of registered nurses who completed either a survey form or its shortened form. The most consequential finding of the study contradicted the idea that a pool of unemployed, but potentially reemployable, nurses exists. The majority of respondents were working in a full- or part-time nursing capacity. The need was found to be for the education of more nurses rather than for an alteration of the working environment. Following a summary of the research, the report then provides tables and discussions of responses to survey questions regarding work status, current and preferred nursing specialties, demographic characteristics, motivations for continuing education and refresher training participation, current educational level and future educational goals, necessary conditions to return to nursing employment, and time limitations for continuing education participation. Cross-relationships on selected items are also shown. (YLB)

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UNIVERSITY OF MINNESOTA
CONTINUING EDUCATION AND EXTENSION

NURSES EDUCATIONAL NEEDS ASSESSMENT
ROCHESTER AND SOUTHEASTERN MINNESOTA AREA

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INTRODUCTION

Continuing education and recertification programs for the employed registered nurse and for the potentially reemployable registered nurse have been a relatively new and active development under the sponsorship of the Rochester Continuing Education Center. In order to provide a more adequate information base for program planning, the Rochester Center Director for Continuing Education for Nurses in cooperation with the Continuing Education and Extension Director of Research initiated the survey of registered nurses in the Rochester Area described in this report. A particular focus of the study was the identification of the needs of the potentially reemployable nurse in the response to the "prevailing opinion" that uncongenial working conditions are the primary cause for the shortage of nurses. The need for nurses is particularly marked in the Rochester Area because of the large number of nursing positions in the area hospitals and clinics.

The most consequential finding of this study contradicts the "prevailing opinion" that there is a pool of unemployed nurses who are potentially reemployable. The overwhelming majority of the survey respondents, 77 percent, are working in nursing situations in a full or part-time capacity. Thirteen (13) percent are not employed and are not looking for work; 3.5 percent are working in non-nursing occupations; and 4 percent are retired. Only 2.1 percent are not working and are looking for work. The need is therefore for the education of more nurses rather than for an alteration of the working environment.

The detailed description of the survey responses which follow in these pages provides an expanded base of information, however, for a more effective response to the continuing education needs of the registered nurses.

Methods of the Study: The list of registered nurses for Rochester and the Southeastern Minnesota Area included approximately 6,000 names. A 20 percent random sample was drawn from this list. Corrected for noncurrent addresses, the random sample yielded 1,200 names as the subjects for this survey.

The data for the study are drawn from two instruments: a survey form which was completed by approximately 50 percent or 607 respondents, and a shortened version of the survey form which was completed by an additional 339 respondents, for a total response rate of 79 percent of the sample. Each of the survey forms included the question on work status, and this item is used as the primary criterion on which the remaining survey responses are ordered in this report. Generalizations to the total population of nurses in Rochester and the Southeastern Area of Minnesota are supported by the high rate of survey responses to the original survey form and to the shortened form. The responses to the survey form have been ordered to show a cross-relationship among all of the responses and many of the tables in the following pages will be based on such cross-relationship on selected items.

Summary of Findings: The majority, 77 percent, of Rochester and SE Minnesota registered nurses are working in nursing occupations and are about equally divided into full or part-time work status. (See Table 1 on page 4.) Only 2 percent are looking for work and 3.5 percent are working in non-nursing occupations. The remainder are retired or not working and not looking for work. From these details it is clear that if more nurses are needed, additional nurses will need to be educated.

Approximately 6,000 registered nurses are listed in Rochester and the surrounding area. All possible age groups representing many fields of practice and a wide variety of educational backgrounds are included in this nursing population.

A larger proportion of nurses working full time fall into the younger age group, that is 35 years or younger compared with those working part-time. All of those looking for work are in the categories younger than 56 years; more than two-thirds of those not working and not looking for work are 56 years of age or older.

Approximately 65 percent of the respondents reported participation in continuing education programs during the last two years; 28 percent indicated not participating. (1.5 percent said "Does not apply" and 3.9 percent did not answer the question). Approximately 57 percent identify relicensure and/or recertification goals, or job status related reason for participation and a similar proportion (56.5 percent) give general interest reasons for participation.

Approximately 28 percent of the respondents hold a bachelor's degree or have completed work beyond the bachelor's degree including 3.6 percent who hold a master's degree. Thirty-four percent have completed from one to three years of college with half of these holding a two-year Associate of Arts degree. Consistent with this educational background is the one-third of the respondents who identify degree completion goals.

The responses to a question about necessary conditions to facilitate return to work was relevant to few of the respondents, 15.6 percent, since the overwhelming majority were working. For those identifying necessary conditions, a combination of shorter working hours, no weekend work and availability of part-time work was most frequently endorsed. It is clear from the data that all of these variations on working conditions occur among those currently employed.

Respondents indicated a similarly varied choice for time limitations on participation in continuing education programs.

Work Status: Respondents were asked to describe their current work status, and the overwhelming proportion, 77.3 percent indicated full or part-time employment in the nursing occupations. Four (4) percent were retired; 3.5 percent were working in other occupations; and 13.0 percent were not working and not looking for work. Only 2.1 percent are not working and are looking for work. The details on work status for all of the respondents are shown in Table 1.

TABLE 1

CURRENT OCCUPATIONAL STATUS
ALL RESPONDENTS

	Number	Percent
Not working and not looking for work	123	13.0
Not working but looking for work	20	2.1
Working full time	368	38.9
Working part-time	364	38.4
Retired	38	4.0
Working in non-nursing occupations	33	3.5
Total	946	

The 79 percent response rate of the sample population and the similarity of responses to the work status question on the two survey forms support the generalizations made to the total population of registered nurses in the area covered by this study. The details of the responses to the work status question in each of the survey forms are shown in Table 2 for each of the sub-groups and for all the respondents.

TABLE 2

CURRENT OCCUPATIONAL STATUS
TWO SURVEY FORMS

	Questionnaire		Follow-up letter		Total	
Not working and not looking for work	72	11.9	51	15.0	123	13.0
Not working but looking for work	16	2.6	4	1.2	20	2.1
Working full time	238	39.2	130	38.3	368	38.9
Working part-time	241	39.7	123	36.3	364	38.4
Retired	22	3.6	16	4.7	38	4.0
Working in non-nursing occupations	18	3.0	15	4.4	33	3.5
Totals	607		339		946	

Respondents indicated various periods of time in most recent job, from less than one year to 5 or more years. The largest proportion, 37.5 percent, of the respondents reported having worked in their current job for 5 or more years. The detail of the responses to the question about length of time in current job reflects the variety of experiences reported and is as follows:

Length of Time in Current Job	Percent
Less than one year	10.2
One to 2 years	18.3
Three to 4 years	16.3
Five or more years	37.5
Does not apply; not working	17.5
No answer	0.2

Current and Preferred Nursing Specialties: Two questions on current and preferred nursing specialties elicited some measure of satisfaction with the working situations. Respondents were given a list of 16 nursing specialties to identify their current occupational status and their preferred occupation with the possibility of choosing "more than one field". The differences in proportions between the current and the preferred nursing specialties are a measure of the level of satisfaction with the current work situation. Six of the fields endorsed by 5.9 percent or more of the respondents as their current occupational status are shown below for comparison with the proportions endorsing these as the preferred fields. This partial listing of the choices is selected for ease of reading and should be read as descriptive of the overall responses and not as a shift in choices of each occupation group. The selected specialty fields are:

Specialty Fields	Current (Percent)	Preferred (Percent)
Medical Nurse/Private Duty	10.5	11.4
Nursing Educator/PSRO	10.2	3.1
More than one field	10.0	6.6
Surgical Nurse	8.9	11.5
Administration/Supervisor/Director	5.9	0.3
Critical care/Coronary/CRNA	5.9	8.4

Inspection of the listing reveals some marked differences between current and preferred choices in two of the fields: 10.2 percent reported Nursing Educator/PSRO as a current specialty and 3.1 percent chose this field as preferred; 5.9 percent reported Administration/Supervisor/Director as a current field and 0.3 percent chose this as preferred. By contrast, Surgical Nurse and Critical care/Coronary/ Certified Registered Nurse Anesthetist are more often chosen as preferred than currently occupied.

Three additional fields are identified as preferred by larger proportions than these fields are reported as currently filled. These are--

Specialty Fields	Current (Percent)	Preferred (Percent)
Obstetrics/Gynecology	5.4	9.2
Public Health/Home Care	4.9	7.1
Geriatrics	4.0	7.6

Demographic Characterisitics: Respondents fall into all age categories, from 21 years to 65 years with the largest group, 18 percent, in the 26 to 30 age category. Approximately 52 percent of the respondents are under 41 years of age; 48 percent are over 40 years. Approximately 6 percent are over 60 years of age. See Table 3 for details on age distribution.

(See Table 3 on the next page)

TABLE 3

AGE DISTRIBUTION OF ROCHESTER AREA NURSES

Age Category	Number	Percent
21 to 35	49	8.1
26 to 30	110	18.1
31 to 35	76	12.5
36 to 40	80	13.2
41 to 45	77	12.7
46 to 50	79	13.0
51 to 55	65	10.7
56 to 60	35	5.8
61 to 65	15	2.5
Over 65	20	3.3
No answer	1	0.2
Total	607	

There are some differences among the age groups on work status as shown in Table 4. Larger proportions of the full time workers fall into the younger age categories as do larger proportions of those looking for work. (It should be noted that "Looking for work" group is very small.) More of the retired and not looking for work are older.

Inspection of Table 4 showing age groupings by work status reveals these details when the groups are ordered on the under and over 35 year categories. In the group working full time, 50.5 percent are 35 years or younger and 5.3 percent are 56 years or older. By contrast, in the group working part-time 32.8 percent are 35 years or younger and 11.6 percent are 56 years and older. Among the group looking for work, none are 56 or older, and among the group not looking for work 9.9 percent are 56 or older.

(See Table 4 on the next page)

TABLE 4

WORK STATUS BY AGE GROUP

Age Categories	Not Working		Looking For Work		Working Full Time		Working Part-Time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
21 to 25	3	3.7	1	6.2	34	14.2	11	4.4	--	--	49	8.1
26 to 30	10	12.5	3	18.7	49	20.5	48	19.2	--	--	110	18.1
31 to 35	14	17.5	1	6.2	38	15.8	23	9.2	--	--	76	12.5
36 to 40	16	20.0	2	12.5	26	10.8	36	14.3	--	--	80	13.2
41 to 45	10	12.5	3	18.7	29	12.1	35	14.0	--	--	77	12.7
46 to 50	9	11.2	3	18.7	26	10.8	40	16.0	1	4.5	79	13.0
51 to 55	10	12.5	3	18.7	23	9.6	28	11.2	1	4.5	65	10.7
56 to 60	5	6.2	--	--	10	4.1	19	7.6	1	4.5	35	5.8
61 to 65	1	1.2	--	--	2	0.8	4	1.6	8	36.3	15	2.5
Over 65	2	2.5	--	--	1	0.4	6	2.4	11	50.0	20	3.3
Totals	80		16		239		250		22		607	

The majority of respondents are female and the majority are married.

Sex	Percent
Female	97.5
Male	2.3
No answer	0.2

Marital Status	Percent
Married	83.5
Single	10.5
Widowed	3.9
Divorced	2.0

Motivations for Continuing Education and Refresher Training Participation:

Approximately 65 percent of respondents reported participation in continuing education and refresher training programs during the last two years with the largest proportion listing multiple participations in programs offered by the Rochester CEE Center, Rochester hospitals and other agencies. Approximately 28 percent reported not participating in any programs; 4 percent did not answer the question and 1.5 percent said "Does not apply". The details by proportions reporting experience of participation in continuing education programs are as follows:

Program Sponsors	Percent
Rochester CEE Center	7.1
Rochester Hospitals	2.6
Other agencies	23.2
Combination of Rochester Center, Rochester Hospitals and other agencies	34.1
Did not participate	27.5
Does not apply	1.5
No answer	3.9

The largest number and proportion of respondents reporting participation in continuing education and nursing refresher training programs is drawn from those working either full time or part-time, that is, 35.1 percent of the full time and 40.0 percent of the part-time groups. However, some of the retired and umemployed groups also reported participation in training programs. The Rochester Continuing Education Center sponsorship of programs for nurses is relatively new, and therefore the detail of participation in programs related with working status shown in Table 5 should be read with that qualification. Perhaps what is

most notable is the 27.5 percent of all respondents who report no participation. There is a requirement for continuing education and refresher training as a condition of relicensure. Among these nonparticipants are respondents who report working full time or part-time, and therefore they are potential participants for relicensure needs. See Table 5 for details.

TABLE 5

PARTICIPATED IN CONTINUING EDUCATION AND NURSING REFRESHER TRAINING PROGRAM IN LAST TWO YEARS

	Not Working		Looking For Work		Working Full Time		Working Part-time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
Rochester Center	7	8.7	1	6.2	12	5.0	23	9.2	--	--	43	7.1
Rochester Hospitals	1	1.2	--	--	4	1.6	9	3.5	2	9.0	16	2.6
Other agencies	28	35.0	3	18.7	56	23.4	48	19.2	6	27.2	141	23.2
Rochester Center, Rochester Hospitals, Other agencies	15	18.7	4	25.0	84	35.1	100	40.0	4	18.1	207	34.1
Have not participated	27	33.7	8	50.0	62	25.9	65	26.0	5	22.7	167	27.5
Does not apply	1	1.2	--	--	4	1.6	--	--	4	18.1	9	1.5
No answer	1	1.2	--	--	17	7.1	5	2.0	1	4.5	24	3.9
Totals	80		16		239		250		22		607	

There are many reasons for refresher training participation in addition to the relicensure requirement related to work status. Two questions solicited identification of the variety of reasons reported by respondents, one on motives related to work status and the second on motives unrelated to work

status. In response to the question about primary reasons for participation in continuing education at the Rochester Continuing Education and Extension Center, 57 percent of the respondents gave reasons related to occupational status. In detail, this included 45.1 percent who reported the combination of occupational and certification requirements; 5.8 percent indicated occupational requirements; and only 2 percent indicated reasons related to job change. Four (4) percent responded with a combination of reasons.

When related to work status as shown in Table 6, these reasons of occupational and recertification requirements were more often listed by the part-time and the unemployed including those looking for work and those not looking for work. The latter group is keeping its relicensure current even though not actively seeking employment. The descriptive detail about primary reasons for continuing education refresher program participation related to work status is shown in Table 6. Further inspection of Table 6 reveals that 41 percent of the respondents have other than occupation reasons for participation and that job change or salary increases are not primary reasons for participating in continuing education programs.

(See Table 6 on the next page)

TABLE 6

PRIMARY REASON FOR REGISTRATION IN ROCHESTER CEE COURSES RELATED TO WORK STATUS

Primary Reasons	Not Working		Looking For Work		Working Full Time		Working Part-Time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
Does not apply	34	42.5	6	37.5	110	46.0	85	34.0	14	63.6	249	41.0
Fulfill occupational requirements	7	8.7	--	--	14	5.8	13	5.2	1	4.5	35	5.8
Job reclassification	--	--	--	--	--	--	1	0.4	--	--	1	0.2
Salary increase	--	--	--	--	--	--	1	0.4	--	--	1	0.2
Eligibility for more professional training	3	3.7	--	--	2	0.8	1	0.4	--	--	6	1.0
Occupational and recertification requirements	33	41.2	7	43.7	90	37.6	137	54.8	7	31.8	274	45.1
Job change	--	--	--	--	2	0.8	2	0.8	--	--	4	0.6
More than one	--	--	1	6.2	16	6.6	8	3.2	--	--	25	4.1
No answer	3	3.7	2	12.5	5	2.0	2	0.8	--	--	12	2.0
Totals	80		16		239		250		22		607	

The potential interest in programs for nurses unrelated to work status is revealed in the responses summarized in Table 7. It is meaningful to note the appeal of continuing education and nursing refresher training programs for the general education reasons of "Intellectual stimulation" and "Broadening knowledge in subject" rather than occupational related reasons. There is a message here in the respondents' interest in a wide variety of programing classifiable as general interest rather than professional requirements.

Among the respondents, the category endorsed by the largest proportion, 23.1 percent of the total, is the "More than one reason". This is consistent for each of the work status groups except those "Not working and looking for work". This latter group most frequently endorsed "Become better informed". The "Recertification" reason is most often endorsed by the respondents in part-time work status. The detail of work status with primary reason for participating in Rochester Center Continuing Education programs is shown in Table 7.

TABLE 7
WORK STATUS WITH
PRIMARY REASON FOR ROCHESTER CENTER REGISTRATION
UNRELATED TO DEGREE OR CERTIFICATE GOALS

Primary Reason	Not Working		Looking For Work		Working Full Time		Working Part-time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
Intellectual Stimulation	1	1.2	2	12.5	6	2.5	7	2.8	--	--	16	2.6
Broaden my education	3	3.7	1	6.2	17	7.1	19	7.6	1	4.5	41	6.7
Become better informed	15	18.7	3	18.7	40	16.7	49	19.6	3	13.6	110	18.1
Pursue interest in subject	5	6.2	1	6.2	20	8.3	11	4.4	--	--	37	6.1
Other	--	--	--	--	1	0.4	1	0.4	1	4.5	3	0.5
Seeking Degree/ Certificate	7	8.7	1	6.2	28	11.7	20	8.0	--	--	56	9.2
Did not register in Rochester Ctr	10	12.5	3	18.7	25	10.4	28	11.2	2	9.0	68	11.2
CEU	4	5.0	--	--	7	2.9	5	2.0	--	--	16	2.6
More than one reason	19	23.7	2	12.5	60	25.1	53	21.2	6	27.2	140	23.1
Recertification	10	12.5	1	6.2	15	6.2	46	18.4	1	4.5	73	12.0
Does not apply	5	6.2	2	12.5	16	6.6	10	4.0	8	36.3	41	6.7
No answer	1	1.2	--	--	4	1.6	1	0.4	--	--	6	1.0
Totals	80		16		239		250		22		607	

Current Educational Level and Future Educational Goals: Current educational level reported by the respondents reveal a widely different pattern among the respondents with more than one-third (36.4 percent) at the nursing certificate level. Slightly more than one-third (34.3 percent) have completed from one to three years of college; and 27.7 percent have attained a bachelor's degree or completed work beyond the bachelor's. The current educational level is shown in Table 8.

TABLE 8

CURRENT EDUCATIONAL LEVEL

Level	Number	Percent
High School	1	0.2
Nursing Certificate	221	36.4
College:		
One Year	36	5.9
Two Years	24	3.9
Three Years	45	7.4
A.A. Degree	103	17.1
B.A/B.S. Degree	109	17.9
Beyond Bachelor's	34	5.6
Master's Degree	22	3.6
Beyond Master's	4	0.6
No answer	8	1.3
Total	607	

Some generalizations follow from the observation of the relationship of work status with current education level as shown in Table 9. Nurses working full time report higher educational levels than the nurses in other work situations. For example, 54.5 percent of the retired and 42.0 percent of the part-time compared with 29.2 percent of those working full time are at the nursing certificate level. The same proportion, 19.2 percent of those working either full or part-time hold the bachelor's degree compared with approximately 13 percent in each of the other work status groups at the bachelor's degree level. There is a wide difference among those with education levels beyond the bachelor's degree with 16 percent of the full time workers compared with 3.5 percent of the part-time workers in this category. Although this covers relatively few respondents, the educational level of those "Looking for Work" is also high compared with the "Not Working" and with the "Retired." The detail described in Table 9 should be read in this context of the descriptions of age and work status. More of the full time nurses are in the younger age group, and it is a well-documented fact that more of all of the current younger population groups have attained college experience and degrees.

(See Table 9 on the next page)

TABLE 9

CURRENT EDUCATIONAL LEVEL BY WORK STATUS

	Not Working		Looking For Work		Working Full Time		Working Part-Time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
High School	--	--	--	--	1	0.4	--	--	--	--	1	0.2
Nursing Cert	28	35.0	6	37.5	70	29.2	105	42.0	12	54.5	221	36.4
College:												
One Year	6	7.4	--	--	11	4.6	15	6.0	4	18.1	36	5.9
Two Years	5	6.2	--	--	10	4.1	9	3.5	--	--	24	3.9
Three Years	11	13.7	3	18.7	10	4.1	20	8.0	1	4.5	45	7.4
A.A. Degree	11	13.7	2	12.5	49	20.5	41	16.4	--	--	103	17.1
B.A./B.S Degree	10	12.5	2	12.5	46	19.2	48	19.2	3	13.6	109	17.9
Beyond Bachelor's	5	6.2	2	12.5	24	10.0	3	1.2	--	--	34	5.6
Master's Degree	3	3.7	1	6.2	13	5.4	5	2.0	--	--	22	3.6
Beyond Master's	--	--	--	--	2	0.8	1	0.4	1	4.5	4	0.6
No Answer	1	1.2	--	--	3	1.2	3	1.2	1	4.5	8	1.3
Totals	80		16		239		250		22		607	

Approximately 33 percent of the respondents identify a variety of degree goals from the two-year Associate in Arts or Associate in Liberal Arts to the master's in nursing or in business. The degree goals have some patterned relationship to work status as well as the educational background.

Larger proportions of the respondents working full time identify degree goals as shown in Table 10 when compared to the other work status groups. This includes 18.8 percent naming the bachelor's of science in nursing and 15.5 percent the master of science in nursing. Seven (7.1) percent of the nurses working full time name the bachelor of arts as the goal. Approximately 6 percent of the group working full time list other degree goals in a variety of combinations. Approximately 26 percent list recertification and/or relicensure as the goal.

By comparison, 10.8 percent of the nurses working part-time list the bachelor of science in nursing; 7.1 percent the master of science in nursing; and 4.8 percent the bachelor of arts. Forty-five (45.2) percent of those working part-time identify recertification and/or relicensure as the goal.

The details of future degree goals by work status are shown in Table 10.

(See Table 10 on the next page)

TABLE 10

DEGREE GOALS WITH WORK STATUS

	Not Working		Looking For Work		Working Full Time		Working Part-Time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
AA/ALA	2	2.5	--	--	1	0.4	1	0.4	--	--	4	0.6
Bachelor's Degree	3	3.7	1	6.2	17	7.1	12	4.8	--	--	33	5.4
BS in Nursing	4	5.0	--	--	45	18.8	27	10.8	--	--	76	12.5
MS in Nursing	7	8.7	1	6.2	37	15.4	18	7.1	--	--	63	10.4
MBA	--	--	--	--	4	1.6	2	0.8	--	--	6	1.0
Recertification/ Relicensure	28	35.0	5	31.2	62	25.9	111	45.2	8	36.3	216	35.6
Not seeking degree/ certificate	32	40.0	6	37.5	58	24.2	67	26.7	14	63.6	177	29.1
MPH	--	--	1	6.2	2	0.8	--	--	--	--	3	0.5
Certificate/ Relicensure plus Degree	2	2.5	1	6.2	6	2.5	4	1.6	--	--	13	2.1
Other combinations	--	--	--	--	2	0.8	2	0.8	--	--	4	0.6
No answer	2	2.5	1	6.2	5	2.0	4	1.6	--	--	12	1.8
Totals	80		16		239		250		22		607	

The future degree goals of respondents are consistent with the current educational level as shown in Table 11. The bachelor's degrees are the goals listed by those whose current levels are either at the nursing certificate and/or some college level completed, and the graduate degrees by those respondents who hold the bachelor's degree or have completed work beyond that level. The details of the relationship between current education levels and degree goals are shown in Table 11.

(See Table 11 on the next page)

TABLE 11

DEGREE GOALS RELATED TO CURRENT EDUCATIONAL LEVEL

Current Educational Level	AA/ALA		BA		BS in Nursing		MS in Nursing		MBA		Recert/ Relicensure		Not Seeking Degree		MPH		Certificate/ Relicensure and Degree		Other Combinations		No Answer		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P	N	P	N	P	N	P	N	P	N	P	N	P
High School	--	--	--	--	--	--	--	--	--	--	1	0.4	--	--	--	--	--	--	--	--	--	--	1	0.2
Nursing Cert	--	--	9	27.2	29	38.1	--	--	--	--	98	45.3	74	41.8	--	--	4	30.7	--	--	7	58.3	221	36.4
College One Year	--	--	1	3.0	7	9.2	1	1.5	--	--	17	7.8	9	5.0	--	--	--	--	--	--	1	8.3	36	5.9
Two Years	1	25.0	2	6.0	8	10.5	--	--	--	--	7	3.2	5	2.8	--	--	1	7.6	--	--	--	--	24	3.9
Three Years	1	25.0	3	9.0	3	3.9	--	--	--	--	19	8.7	16	9.0	--	--	3	23.0	--	--	--	--	45	7.4
A.A. Degree	2	50.0	18	54.5	26	34.2	2	3.1	--	--	30	13.8	23	12.9	--	--	2	15.3	--	--	--	--	103	17.0
B.A./B.S.	--	--	--	--	--	--	39	61.9	3	50.0	33	15.2	29	16.3	1	33.3	2	15.3	--	--	2	16.6	109	17.9
Beyond B.A.	--	--	--	--	1	1.3	20	31.7	3	50.0	4	1.8	3	1.6	1	33.3	1	7.6	--	--	1	8.3	34	5.6
Master's Degree	--	--	--	--	--	--	1	1.5	--	--	4	1.8	12	6.7	1	33.3	--	--	3	75.0	1	8.3	22	3.6
Beyond Master's	--	--	--	--	--	--	--	--	--	--	2	0.9	1	0.5	--	--	--	--	1	25.0	--	--	4	0.6
No Answer	--	--	--	--	2	2.6	--	--	--	--	1	0.4	5	2.8	--	--	--	--	--	--	--	--	8	1.3
Totals	4		33		76		63		6		216		177		3		13		4		12		607	

Necessary Conditions To Return To Nursing Employment: Although this study was undertaken to identify the continuing education needs and the necessary working environment to encourage the "reentry" of unemployed nurses, the responses to the specific question about necessary conditions to facilitate reemployment have to be qualified by the finding that the majority of the respondents were working. The 15.6 percent responding to this question gave a variety of responses as shown by the following listing:

Necessary Conditions	Proportion
Shorter working hours	0.8
Availability of part-time work	2.0
No weekend work	2.5
Child care during working hours	0.8
More than one of the above	9.5

Time Limitations for Continuing Education Participation: The responses to the question on time limitations for participation in continuing education programs reveal a wide variety of time periods. Among all the respondents, 21.9 percent indicate "Day hours only". The variety of responses for the total group and for the sub-groups ordered by work status are shown in Table 12.

Detailed inspection of Table 12 clearly reveals that among the population of nurses the requisite time limitations are varied enough to provide participants for a variety of program schedules. The responses ordered by work status show that some of the "Not working" as well as the "Retired" respondents expressed a preference for "Day hours only". More of the "Working full time", 30.1 percent, compared with 11.2 percent of the "Working part-time" prefer "Evening only". By contrast, 26.0 percent of the part-time compared with 11.7 percent of the full time prefer "Day hours only". A relatively large proportion, 22.2 percent, of the respondents did not answer this question. See Table 12 on the next page.

TABLE 12

TIME LIMITATIONS FOR CONTINUING EDUCATION PARTICIPATION WITH WORK STATUS

Time Limitations	Not Working		Looking For Work		Working Full Time		Working Part-Time		Retired		Totals	
	N	P	N	P	N	P	N	P	N	P	N	P
Evening Only	6	7.5	1	6.2	72	30.1	28	11.2	--	--	107	17.6
Day hours only	31	39.7	3	18.7	28	11.7	65	26.0	6	27.2	133	21.9
Weekend hours only	2	2.5	1	6.2	17	7.1	10	4.0	--	--	30	4.9
Other	5	6.2	5	31.2	37	15.4	33	13.2	--	--	80	13.2
Evening and Week-end only	1	1.2	--	--	29	12.1	7	2.8	--	--	37	6.1
Does not apply	5	6.2	--	--	4	1.6	5	2.0	8	36.3	22	3.6
No time limitations	7	8.7	--	--	10	4.1	23	9.2	1	4.5	41	6.7
Evening and Day hours only	2	2.5	--	--	5	2.0	12	4.8	1	4.5	20	3.3
Day and weekend only	1	1.2	--	--	--	--	1	0.4	--	--	2	0.3
No answer	20	25.0	6	37.5	37	15.4	66	26.4	6	27.2	135	22.2
Totals	80		16		239		250		22		607	

Motivations for and Identified Interest in Continuing Education: Approximately two-thirds of the respondents reported some participation in continuing education at the Rochester Center during the preceding two years and indicated a variety of motivations for the participation. The motivations were ordered as those primarily related to work status, and those not occupationally related as described on pages 12 and 13.

Three categories of program areas were presented for respondents to indicate areas of interest for projected-participation in Continuing Education programs. These were science courses, specialty nursing courses, and general interest courses. Approximately 39 percent named science courses, 55 percent specialty nursing courses, and 60 percent general interest courses.

It should be noted that the expression of interest in one field does not exclude interests in other subject matter areas. The specific subject matter areas of interest and the respective responses were as follows:

Science Courses	Number	Percent
Anatomy	46	7.6
Nursing research	40	6.6
Patho-physiology	72	11.8
Other	38	6.2
Two of the above	35	5.8
Three or more of the above	6	1.0

Specialty Nursing Courses	Number	Percent
Obstetrics/Perinatology	31	5.1
Chemical dependency	27	4.4
Psychiatry	25	4.2
Pediatrics	9	1.5
Critical care	32	5.3
Multiple system trauma/emergency room	34	5.6
Orthopedic	2	0.3
Other	67	11.0
Two of the above	67	11.0
Three or more of the above	41	6.7

General Interest Courses	Number	Percent
Nursing education	36	5.9
Current issues in nursing	60	9.9
Publishing workshop	2	0.3
Effective speaking for nurses	12	2.0
Management/Leadership courses	35	5.8
Ethical Issues in Nursing	32	5.3
Other	27	4.4
Two of the above	100	16.5
Three or more of the above	63	10.4